

A photograph of a silver stethoscope with black tubing resting on a folded American flag. The flag's stars and stripes are visible. The stethoscope is positioned diagonally across the frame.

# Ready For Health Reform?

Exchanges, Taxes,  
and Benefits  
In the Affordability  
Care Act

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## AFFORDABILITY CARE ACT (ACA) EXCHANGES

- What is the Marketplace Exchange for Individuals and Families?
- What is the SHOP Exchange for Small Business?



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## **COMMUNICATING ACA TO EMPLOYEES**

- o Notice to Employees of the Marketplace Exchange
- o October 1<sup>st</sup> 2013 Deadline
- o Give notice to all employees Full and Part Time
- o New Hire Policy – Give within first 2 weeks to every new hire

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## **Marketplace Exchanges will:**

- Offer a choice of plans & carriers
- Certify plans that participate
- Help consumer understand their coverage

## **Who Can Participate:**

- Not currently incarcerated
- Lawful US citizen or resident
- Living in service area of plan



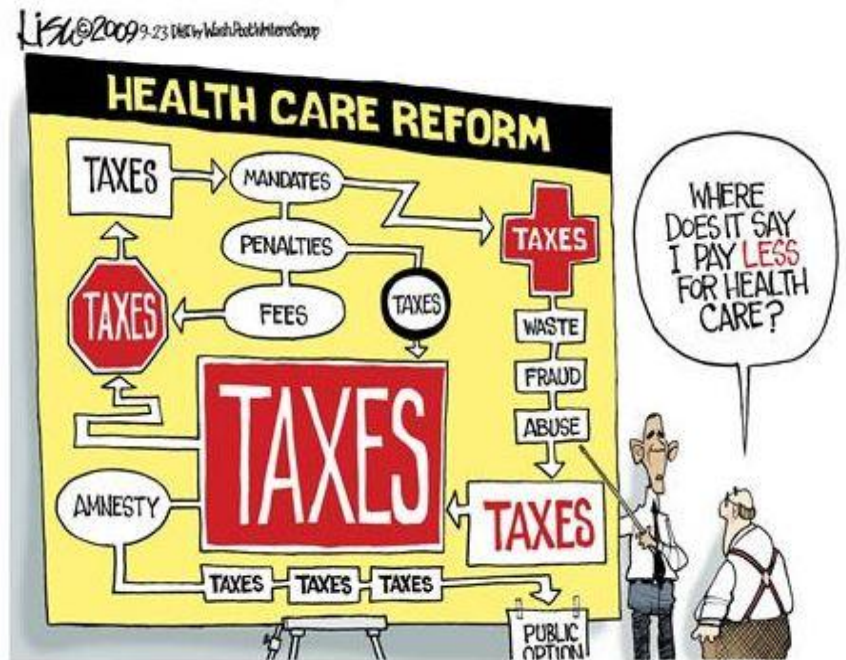
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## **SHOP Exchanges will:**

- Let Each Employee Choose their Benefit from Multiple Plans and Multiple Carriers
- Have one billing to the employer
- Offer a Defined Contribution concept of cost sharing



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## Tax Penalties

- o \$95 per Adult ( $1/2$  Child) or 1% in 2014
- o \$325 Adult ( $1/2$  Child) or 2% in 2015
- o \$695( $1/2$  Child) or 2.5% in 2016
- o Some exception apply



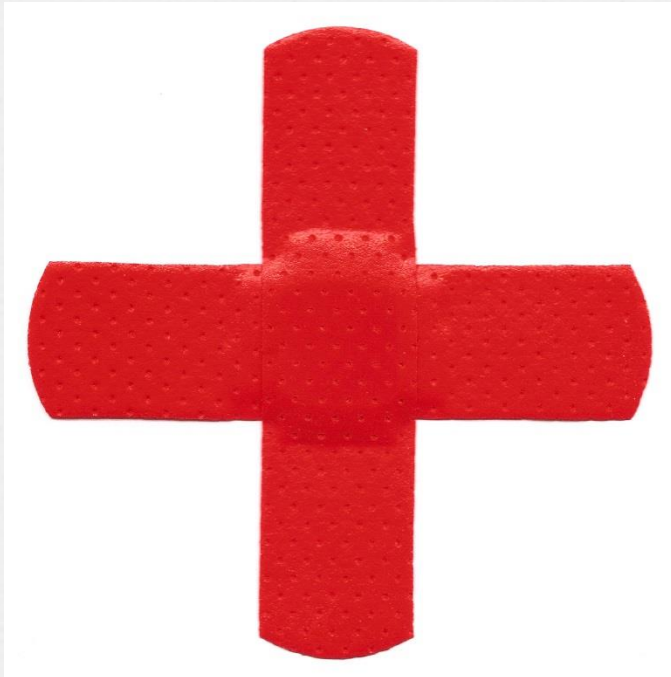
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## Tax Incentives

- o Advanced Premium Tax Credit
- o Cost Sharing
- o Employer SHOP Exchange Tax Credit up to 50% for less than 25 employees

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## Metallic Plans

- o Platinum 90%
- o Gold 80%
- o Silver 70%
- o Bronze 60
- o Catastrophic



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# 10 Essential Health Benefits

1. Ambulatory patient services
2. Emergency services
3. Hospitalization
4. Maternity and newborn care
5. Mental health and substance use disorder services, including behavior health treatment
6. Prescription drugs
7. Rehabilitative and habilitative services and devices
8. Laboratory services
9. Preventive & wellness services & chronic disease management
10. Pediatric services, including oral and vision care



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## **No Pre-Existing Condition Exclusions**

- Health plans cannot deny coverage based on pre-existing conditions beginning January 2014
- No waiting for periods for coverage to begin.





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# Navigating The Challenges of ACA

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**We Are Here To Help**

(435)656-1060

David Patrick

Sandee Card

Tiffany Horsley

[David@clickorcallinsurance.com](mailto:David@clickorcallinsurance.com)

[www.NorthStarExchange.com](http://www.NorthStarExchange.com)